

Hecla – Mining Day Presentation

Building Strong Communities
Through Responsible Mining

February 8th, 2023



RESPONSIBLE. SAFE. INNOVATIVE.

Building Strong Communities

Through Responsible Mining

Our Core Values

- Safety, Health and Environmental Stewardship
- Honesty and Integrity
- Responsibility
- Respect
- Innovation
- Teamwork

Building Strong Communities

Through Responsible Mining

About Hecla

Hecla Mining Company is the largest primary silver producer in the United States, responsible for nearly half of the country's silver production; and we also mine gold, lead, and zinc. We have deep roots in our communities and have been in business for over 130 years. Hecla's operating mines are located in the U.S. and Canada, and we also have exploration properties and pre-development projects in world-class silver and gold mining districts across North America.

The jurisdictions where we operate have stringent regulatory frameworks for environmental compliance, health and safety protections, community engagement, corporate governance, and adherence to human rights. Hecla is committed to responsible mining operations that meet and exceed these regulatory frameworks, ensuring that its workers and communities are protected, and its investors get exposure to silver and other precious metals without taking on the political and currency risks of other countries.

The jurisdictions where we operate have stringent regulatory frameworks for:

- environmental compliance
- health and safety protections
- community engagement
- corporate governance
- adherence to human rights



Building Strong Communities

Through Responsible Mining

Worker Safety and Health

At the heart of our approach to responsible mining is our commitment to the safety and health of our workforce. We operate our mines safely by building our value-based safety culture through training and awareness programs, leveraging mining expertise developed over the Company's 130-year history, and innovating new practices that improve safety while increasing efficiency.

Hecla Quebec Safety Award

In 2021, Hecla's Casa Berardi mine was awarded the John T. Ryan Safety Trophy for the Quebec-Maritime Provinces Region for outstanding safety performance. The annual award is presented by the Canadian Institute of Mining, Metallurgy and Petroleum to the mine with the lowest reportable injury frequency.



Building Strong Communities

Through Responsible Mining

Safety and Health Performance

Tracking and reporting of Hecla's safety and health data increases accountability and provides important insights into processes that need improvement or enhancement. Our focus on continuous improvement of our safety and health practices and training has resulted in steady improvement of our safety performance since the launch of the SHMS in 2012.

Hecla tracks safety performance and training indicators including its All-Injury Frequency Rate (AIFR), near misses, observations, equipment damages, and training hours, with a goal of reducing safety incidents and improving upon the previous year's performance. In 2021, we had zero fatalities and continued to achieve substantial reductions in non-compliance violations and reportable incidents. Our AIFR remained at a historically low level in 2021 and has declined by 76% since 2012. We had over 23,000 safety observations and interactions to enhance our safety awareness culture, an increase of 35% year over year. Our employees and contractors received 48,981 hours of safety and health training in 2021.

All-Injury Frequency Rate

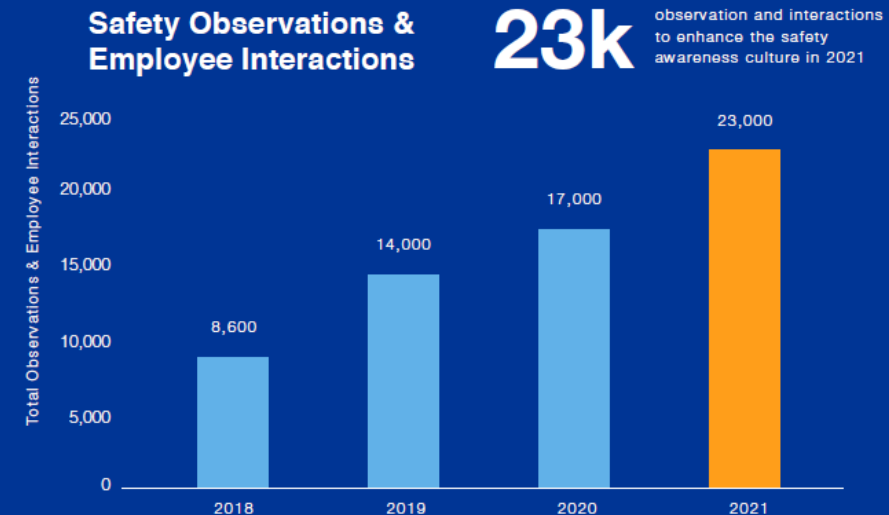
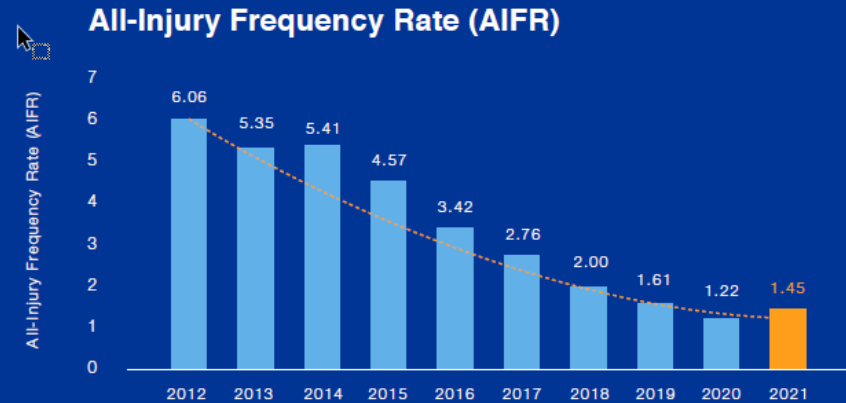
76%

declined since 2012 and remains at a historically low level in 2021

Safety and Health Training

48,981

hours of safety and health training in 2021



Building Strong Communities

Through Responsible Mining

Innovation to Improve Safety

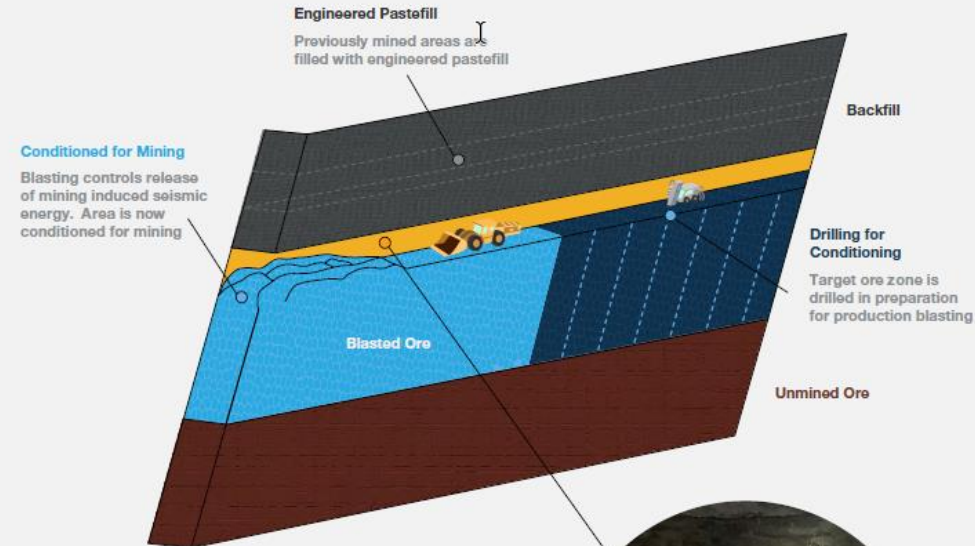
Hecla aims for innovation in all of its operations and focuses intensely on automating certain mining tasks to redeploy manpower where it is needed, remove miners from working in hazardous areas, and allow work to continue when personnel are not allowed in an area. These advances improve safety while also increasing the productivity and efficiency of our operations.

One example of innovation at our Lucky Friday operation is the innovative Underhand Closed Bench (UCB) method for underground mining to achieve better control of fault-slip seismic events that often occur in deep, high-stress, narrow-vein mining. Hecla has been operating underground mines in Idaho's Silver Valley for over 130 years, and the development of the patent-pending UCB method clearly demonstrates that we remain focused on finding new methods and practices to operate our mines more safely and efficiently.

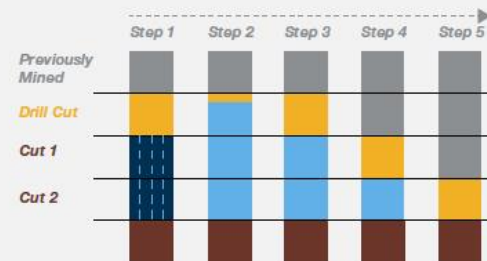
UCB method

The UCB method uses advanced drilling and blasting techniques to proactively fragment the mineralized ore zone in an underground mine. Mining progresses through the blasted ore, reinforcing the walls as the stope is advanced to extract the targeted ore zone. The entire cycle repeats and advances under engineered, cemented backfill. This allows for greater control of the release of seismic energy, which has resulted in significantly improved safety while also driving increased productivity. Silver production is expected to increase by almost a million ounces in 2022 by reducing delays from seismic events and safely utilizing bulk mining activities.

Underhand Closed Bench Mining (UCB)



Cross Section



View Inside the Stope

Building Strong Communities

Through Responsible Mining

Human Capital Management

Hecla's workforce has been the engine powering its success for over 130 years, which is why our policies and practices related to people have always been integrated into Hecla's overall business strategy and objectives. The tracking and collecting of human capital management (HCM) data, including new hires, retention, and diversity of our workforce, is an important component of business management and planning. We invest in our people through training, systems, and programs to help protect them and support their career development.



Building Strong Communities

Through Responsible Mining

Building a Skilled Workforce

Hecla is developing a qualified and motivated workforce to underpin its continued innovation and growth. We offer competitive compensation and benefits packages for our full-time employees, including health insurance, vision and dental coverage, life insurance, long- and short-term disability, wellness programs, and retirement provisions. We are one of the few companies that still provide defined benefit pension benefits and we also offer a 401(k) plan to U.S. employees which includes matching contributions of up to 6%.

Hecla Mentorship Program

In 2021 we launched a mentoring program for new hires in various entry-level professional fields including accounting, finance, geology, engineering, and metallurgy. The new hires are paired with retired Hecla employees, or other professionals in the community, who serve as mentors to answer questions and counsel the new professionals on ways to grow professionally to be considered for leadership roles.



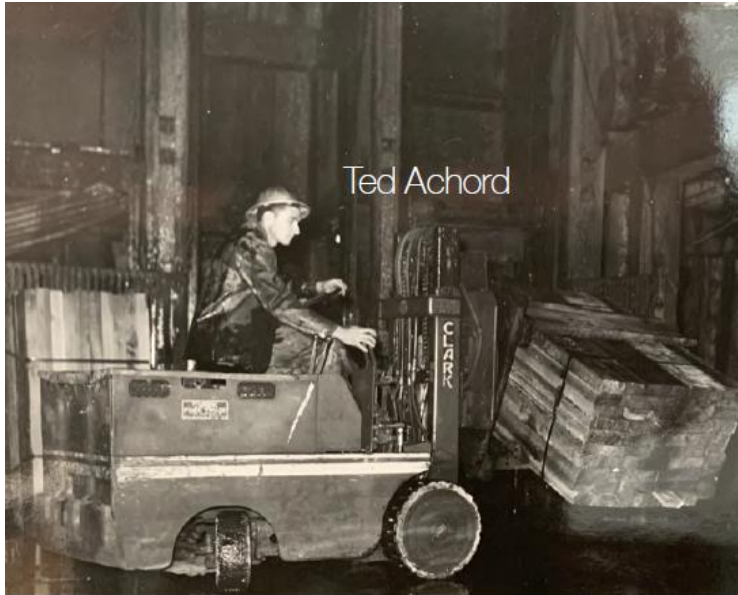
We seek to hire people with relevant and current skills and qualifications for modern mining operations, and we give them continuous access to training and growth opportunities. Safety and health training requirements for our workforce are specified in Hecla's Safety and Health Policy, as part of our Safety Health and Management System discussed in the Worker Health and Safety Chapter.

We place a strong emphasis on making sure that employees are trained to manage

and execute emerging technologies that make our workplace safer and more efficient. For example, we have advanced worker progression skill training in partnership with North Idaho College Workforce Training Center in Coeur d'Alene, Idaho to equip the Lucky Friday workforce with the tools they need to expand their skill sets. In addition, Hecla offers a tuition reimbursement program to assist with educational expenses for employees who are interested in furthering their education.

Building Strong Communities

Through Responsible Mining



Building Strong Communities

Through Responsible Mining



Lucky Friday

Our Lucky Friday mine is located in the Coeur d'Alene Mining District in northern Idaho, often referred to as the Silver Valley. Hecla has been operating mines in the Silver Valley for 130 years and the Lucky Friday mine began operating in 1942. The mine is located east of Mullan and Wallace where Hecla is the largest private-sector employer and taxpayer in the area. We had a direct economic impact in these local communities of more than \$107 million, including, including over \$43 million in wages, \$11 million in taxes and fees, and \$53 million in purchases from vendors.

The Hecla Charitable Foundation and employees at Lucky Friday have supported education, youth activities, community programs, and health services organizations through donations and volunteer efforts. Among the largest donations in 2021 was \$100,000 to the Wallace Pool Project to help repair and reopen the city's 80-year-old swimming pool.

Hecla has been an integral part of the community and in many cases has employed generations of the same families. One such family is the Achord family, which has had four generations of family members work for Hecla, including:

- Oscar Achord, who worked as a hoistman at the original Hecla mine in Burke, Idaho from the early 1920s to the early 1950s;
- Oscar's son Ted Achord, who worked as a hoistman at Hecla's Star Mine (which closed in 1982) from 1952 to 1980;
- Ted's son Mike Achord, who worked at the Star Mine from 1973 to 1982 and retired from the Lucky Friday mine in 2015;
- Ted's son Steve Achord, who worked for Hecla from 1975 to 1982 and at the Lucky Friday mine from 2008 to 2020;
- Steve's son Aaron Achord, who is a currently a surveyor at Lucky Friday.

Years in Operation

130

years Hecla has been operating mines in Silver Valley and the Lucky Friday mine began operation in 1942

Donations in 2021

\$100k

to the Wallace Pool Project to help reopen the city's 80-year-old swimming pool

Total Economic Impact in 2021

\$107M

Impact Highlights

\$43M

Wages

\$11M

Taxes and fees

\$53M

Purchases from vendors



